

# Labour market policy for the disabled people in the Netherlands

How to perform in an out-of-date system

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# System of social legislation for disabled

Important is your first day in the labor market if you have a physical or a mental incapacity

Let's for example take a person who became an alcoholic

# Example

When you start drinking and therefore you are unable to work:

- Under 18 you might receive Wajong at 18
- Over 18 but have never worked before you receive WWB
- Over 18 but you have been working you receive WIA
- Over 18 and needs daily care you are paid by AWBZ
- Over 18 but needs a sheltered workplace you are being paid by the WSW

# Explanation of abbreviations

Wajong - Regulation for young disabled

Wia – law for disabled ex employees

These regulations are carried out by UWV, an organisation which insure all employees against unemployment and incapacity for work

AWBZ - law which insure people against long-term medical expenses

This law is carried out by medical insurance companies

# Explanation of abbreviations

WWB - Social Assistance Act

WSW – offers adapted (sheltered) workplaces

Both carried out by the Municipality

# Reintegration

Both the UWV and municipalities are responsible for the reintegration for people who are paid by them

First objective:

To place them in the free market

How:

To contract private reintegration firms and to offer special arrangements for employers

# Arrangements for employers

- Subsidised work
- No risk policies (no payment by sickness)
- Adaptation of the workplace
- Reduced payment of taxes and premiums
- Jobcoaching

# Sheltered workplaces

In Holland between 90 – 105.000 sheltered workplaces WSW

New policy:

- To place as many people as possible in adapted workplaces at regular employers - supported employment

How:

- Financial targets

The national government cuts budget from municipalities if they don't reach their targets



# New instruments

- People can ask for a personal budget
- More competition between executants
- Municipality loses monopoly position
- Client participation

# Problems

Employers are suspicious to the target group

Employees are attached to their sheltered workplaces

The labor agreements within the WSW are too well and compete badly on the job market

Employers simply hate to take risks

# Future

One system or law for all disabled people, but also for people with very poor qualifications for the job market

Everyone has to participate

If you can't go to work, you have to participate in some way

Only if you contribute something to society you receive a benefit

# Some figures

Sheltered workplace WSW 26.000 euro a year

WWB/Wajong (350.000) 14.000 euro a year

WIA 75% of last income 700.000 people

WW (unemployment benefit) 328.000

AOW (over 65 years) 2,6 million people

Over 9 million jobs